

FY26 Compensation Plan												
Job Title	Grade	Annual Minimum	1st Quartile	Annual Midpoint	3rd Quartile	Annual Maximum	Hourly Minimum	1st Quartile	Hourly Midpoint	3rd Quartile	Hourly Maximum	FLSA Status
Accountant	12	\$68,975.47	\$77,597.41	\$86,219.34	\$94,841.28	\$103,463.21						Exempt
Accounting Manager	17	\$103,716.13	\$116,680.65	\$129,645.16	\$142,609.68	\$155,574.20						Exempt
Accounting Specialist	8						\$23.93	\$26.92	\$29.91	\$32.90	\$35.90	Non-Exempt
Accounts Payable & Payroll Manager	17	\$103,716.13	\$116,680.65	\$129,645.16	\$142,609.68	\$155,574.20						Exempt
Administrative Assistant	7						\$22.05	\$24.81	\$27.56	\$30.32	\$33.07	Non-Exempt
Administrative Clerk	6						\$20.33	\$22.87	\$25.41	\$27.95	\$30.49	Non-Exempt
Administrative Manager	17	\$103,716.13	\$116,680.65	\$129,645.16	\$142,609.68	\$155,574.20						Exempt
Administrative Specialist	9						\$25.97	\$29.21	\$32.46	\$35.70	\$38.94	Non-Exempt
Animal Control Officer	8						\$23.93	\$26.92	\$29.91	\$32.90	\$35.90	Non-Exempt
Applications Manager	17	\$103,716.13	\$116,680.65	\$129,645.16	\$142,609.68	\$155,574.20						Exempt
Aquatics Maintenance Coordinator	12	\$68,975.47	\$77,597.41	\$86,219.34	\$94,841.28	\$103,463.21						Exempt
Aquatics Specialist	6						\$20.33	\$22.87	\$25.41	\$27.95	\$30.49	Non-Exempt
Arts, Culture & Library Manager	16	\$95,590.49	\$107,539.30	\$119,488.11	\$131,436.92	\$143,385.72						Exempt
Assistant Chief Information Officer	20	\$132,475.01	\$149,034.38	\$165,593.76	\$182,153.14	\$198,712.51						Exempt
Assistant City Engineer	21	\$143,735.82	\$161,702.80	\$179,669.78	\$197,636.76	\$215,603.74						Exempt
Assistant City Manager	24	\$183,591.71	\$206,540.68	\$229,489.64	\$252,438.61	\$275,387.58						Exempt
Assistant Fire Chief	21	\$143,735.82	\$161,702.80	\$179,669.78	\$197,636.76	\$215,603.74						Exempt
Assistant Police Chief	21	\$143,735.82	\$161,702.80	\$179,669.78	\$197,636.76	\$215,603.74						Exempt
Associate Engineer	15	\$88,102.22	\$99,115.01	\$110,127.79	\$121,140.56	\$132,153.35						Exempt
Associate Traffic Engineer	14	\$81,200.44	\$91,350.49	\$101,500.55	\$111,650.60	\$121,800.65						Exempt
Attorney I	17	\$103,716.13	\$116,680.65	\$129,645.16	\$142,609.68	\$155,574.20						Exempt
Attorney II	19	\$122,096.86	\$137,358.97	\$152,621.07	\$167,883.18	\$183,145.29						Exempt
Benefits Analyst	12	\$68,975.47	\$77,597.41	\$86,219.34	\$94,841.28	\$103,463.21						Exempt
Benefits Manager	17	\$103,716.13	\$116,680.65	\$129,645.16	\$142,609.68	\$155,574.20						Exempt
Brand Specialist	15	\$88,102.22	\$99,115.01	\$110,127.79	\$121,140.56	\$132,153.35						Exempt
Budget Analyst	12	\$68,975.47	\$77,597.41	\$86,219.34	\$94,841.28	\$103,463.21						Exempt
Budget Manager	17	\$103,716.13	\$116,680.65	\$129,645.16	\$142,609.68	\$155,574.20						Exempt
Building Inspector	10						\$28.17	\$31.69	\$35.22	\$38.74	\$42.26	Non-Exempt
Building Maintenance Worker	8						\$23.93	\$26.92	\$29.91	\$32.90	\$35.90	Non-Exempt
Building Permit Technician II	11						\$30.56	\$34.38	\$38.20	\$42.02	\$45.85	Non-Exempt
Building Permit Technician III	14	\$81,200.44	\$91,350.49	\$101,500.55	\$111,650.60	\$121,800.65						Exempt
Building Plans Examiner	13	\$74,838.43	\$84,193.24	\$93,548.04	\$102,902.84	\$112,257.65						Exempt
Business Applications Administrator	15	\$88,102.22	\$99,115.01	\$110,127.79	\$121,140.56	\$132,153.35						Exempt
Business Development Manager	18	\$112,531.78	\$126,598.26	\$140,664.73	\$154,731.20	\$168,797.68						Exempt
Business Operations & Strategy Manager	17	\$103,716.13	\$116,680.65	\$129,645.16	\$142,609.68	\$155,574.20						Exempt
Buyer	12	\$68,975.47	\$77,597.41	\$86,219.34	\$94,841.28	\$103,463.21						Exempt
CAD RMS Systems Analyst	14	\$81,200.44	\$91,350.49	\$101,500.55	\$111,650.60	\$121,800.65						Exempt
Chief Building Official	18	\$112,531.78	\$126,598.26	\$140,664.73	\$154,731.20	\$168,797.68						Exempt
Chief Information Officer	21	\$143,735.82	\$161,702.80	\$179,669.78	\$197,636.76	\$215,603.74						Exempt
CIP Division Manager	19	\$122,096.86	\$137,358.97	\$152,621.07	\$167,883.18	\$183,145.29						Exempt
CIP Manager	18	\$112,531.78	\$126,598.26	\$140,664.73	\$154,731.20	\$168,797.68						Exempt
City Clerk	21	\$143,735.82	\$161,702.80	\$179,669.78	\$197,636.76	\$215,603.74						Exempt
City Clerk Specialist	8						\$23.93	\$26.92	\$29.91	\$32.90	\$35.90	Non-Exempt
City Engineer / Director	22	\$155,953.14	\$175,447.29	\$194,941.44	\$214,435.58	\$233,929.73						Exempt
City Projects Administrator	20	\$132,475.01	\$149,034.38	\$165,593.76	\$182,153.14	\$198,712.51						Exempt
City Traffic Engineer	19	\$122,096.86	\$137,358.97	\$152,621.07	\$167,883.18	\$183,145.29						Exempt
Civil Engineer	15	\$88,102.22	\$99,115.01	\$110,127.79	\$121,140.56	\$132,153.35						Exempt
Clinical Supervisor	14	\$81,200.44	\$91,350.49	\$101,500.55	\$111,650.60	\$121,800.65						Exempt
Coach	6						\$20.33	\$22.87	\$25.41	\$27.95	\$30.49	Non-Exempt
Code Compliance Manager	16	\$95,590.49	\$107,539.30	\$119,488.11	\$131,436.92	\$143,385.72						Exempt
Code Compliance Officer	10						\$28.17	\$31.69	\$35.22	\$38.74	\$42.26	Non-Exempt
Communications Technical Specialist	8						\$23.93	\$26.92	\$29.91	\$32.90	\$35.90	Non-Exempt



Family Advocacy Center Victim Advocate	9						\$25.97	\$29.21	\$32.46	\$35.70	\$38.94	Non-Exempt
Family Education Assistant	9						\$25.97	\$29.21	\$32.46	\$35.70	\$38.94	Non-Exempt
Family Education Specialist	11						\$30.56	\$34.38	\$38.20	\$42.02	\$45.85	Non-Exempt
Family Services Manager	15	\$88,102.22	\$99,115.01	\$110,127.79	\$121,140.56	\$132,153.35						Exempt
Finance & Budget Assistant Director	20	\$132,475.01	\$149,034.38	\$165,593.76	\$182,153.14	\$198,712.51						Exempt
Finance & Budget Director	21	\$143,735.82	\$161,702.80	\$179,669.78	\$197,636.76	\$215,603.74						Exempt
Finance Specialist	8						\$23.93	\$26.92	\$29.91	\$32.90	\$35.90	Non-Exempt
Fire & Medical Fleet Program Manager	11						\$30.56	\$34.38	\$38.20	\$42.02	\$45.85	Non-Exempt
Fire Chief	22	\$155,953.14	\$175,447.29	\$194,941.44	\$214,435.58	\$233,929.73						Exempt
Fire Inspector	12						\$33.16	\$37.30	\$41.45	\$45.59	\$49.74	Non-Exempt
Fire Marshal	19	\$122,096.86	\$137,358.97	\$152,621.07	\$167,883.18	\$183,145.29						Exempt
Fire Plans Examiner	13	\$74,838.43	\$84,193.24	\$93,548.04	\$102,902.84	\$112,257.65						Exempt
Fleet Automotive Technician	10						\$28.17	\$31.69	\$35.22	\$38.74	\$42.26	Non-Exempt
Fleet Heavy Equipment Technician	11						\$30.56	\$34.38	\$38.20	\$42.02	\$45.85	Non-Exempt
Fleet Preventative Maintenance Technician	8						\$23.93	\$26.92	\$29.91	\$32.90	\$35.90	Non-Exempt
Fleet Services Coordinator	11						\$30.56	\$34.38	\$38.20	\$42.02	\$45.85	Non-Exempt
Fleet Services Manager	16	\$95,590.49	\$107,539.30	\$119,488.11	\$131,436.92	\$143,385.72						Exempt
Fleet Services Supervisor	14	\$81,200.44	\$91,350.49	\$101,500.55	\$111,650.60	\$121,800.65						Exempt
Fleet Technician	11						\$30.56	\$34.38	\$38.20	\$42.02	\$45.85	Non-Exempt
Forensic Interviewer	13	\$74,838.43	\$84,193.24	\$93,548.04	\$102,902.84	\$112,257.65						Exempt
GIS Analyst	13	\$74,838.43	\$84,193.24	\$93,548.04	\$102,902.84	\$112,257.65						Exempt
GIS Supervisor	15	\$88,102.22	\$99,115.01	\$110,127.79	\$121,140.56	\$132,153.35						Exempt
GIS Technician	10						\$28.17	\$31.69	\$35.22	\$38.74	\$42.26	Non-Exempt
Grants Coordinator	15	\$88,102.22	\$99,115.01	\$110,127.79	\$121,140.56	\$132,153.35						Exempt
Homeless Crisis Intervention Coordinator	12	\$68,975.47	\$77,597.41	\$86,219.34	\$94,841.28	\$103,463.21						Exempt
Homeless Outreach Specialist	8						\$23.93	\$26.92	\$29.91	\$32.90	\$35.90	Non-Exempt
Homeless Services Coordinator	12	\$68,975.47	\$77,597.41	\$86,219.34	\$94,841.28	\$103,463.21						Exempt
Homeless Services Manager	15	\$88,102.22	\$99,115.01	\$110,127.79	\$121,140.56	\$132,153.35						Exempt
Homelessness Outreach & Solutions Coordinator	12	\$68,975.47	\$77,597.41	\$86,219.34	\$94,841.28	\$103,463.21						Exempt
Housing & Community Development Manager	16	\$95,590.49	\$107,539.30	\$119,488.11	\$131,436.92	\$143,385.72						Exempt
Housing Rehabilitation Coordinator	10						\$28.17	\$31.69	\$35.22	\$38.74	\$42.26	Non-Exempt
Human Resources Analyst	12	\$68,975.47	\$77,597.41	\$86,219.34	\$94,841.28	\$103,463.21						Exempt
Human Resources Assistant Director	20	\$132,475.01	\$149,034.38	\$165,593.76	\$182,153.14	\$198,712.51						Exempt
Human Resources Director	21	\$143,735.82	\$161,702.80	\$179,669.78	\$197,636.76	\$215,603.74						Exempt
Human Resources Specialist	9						\$25.97	\$29.21	\$32.46	\$35.70	\$38.94	Non-Exempt
Human Services Specialist	6						\$20.33	\$22.87	\$25.41	\$27.95	\$30.49	Non-Exempt
HVAC Technician	10						\$28.17	\$31.69	\$35.22	\$38.74	\$42.26	Non-Exempt
Identification Technician	10						\$28.17	\$31.69	\$35.22	\$38.74	\$42.26	Non-Exempt
Identification Technician Supervisor	13						\$35.98	\$40.47	\$44.97	\$49.47	\$53.96	Non-Exempt
Intergovernmental Affairs Administrator	20	\$132,475.01	\$149,034.38	\$165,593.76	\$182,153.14	\$198,712.51						Exempt
IT Application Integration Developer	14	\$81,200.44	\$91,350.49	\$101,500.55	\$111,650.60	\$121,800.65						Exempt
IT Cybersecurity Analyst	14	\$81,200.44	\$91,350.49	\$101,500.55	\$111,650.60	\$121,800.65						Exempt
IT Desktop Technician 2	12						\$33.16	\$37.30	\$41.45	\$45.59	\$49.74	Non-Exempt
IT Intern	6						\$20.33	\$22.87	\$25.41	\$27.95	\$30.49	Non-Exempt
IT Manager	17	\$103,716.13	\$116,680.65	\$129,645.16	\$142,609.68	\$155,574.20						Exempt
IT Project Manager	17	\$103,716.13	\$116,680.65	\$129,645.16	\$142,609.68	\$155,574.20						Exempt
Lead Code Compliance Officer	13	\$74,838.43	\$84,193.24	\$93,548.04	\$102,902.84	\$112,257.65						Exempt
Lead Cook	6						\$20.33	\$22.87	\$25.41	\$27.95	\$30.49	Non-Exempt
Lead Court Security Officer	9						\$25.97	\$29.21	\$32.46	\$35.70	\$38.94	Non-Exempt
Lead Engineering Inspector	13						\$35.98	\$40.47	\$44.97	\$49.47	\$53.96	Non-Exempt
Lead Equipment Operator	10						\$28.17	\$31.69	\$35.22	\$38.74	\$42.26	Non-Exempt
Lead Lifeguard	6						\$20.33	\$22.87	\$25.41	\$27.95	\$30.49	Non-Exempt
Lead Senior Planner	16	\$95,590.49	\$107,539.30	\$119,488.11	\$131,436.92	\$143,385.72						Exempt
Lead Street Maintenance Worker	10						\$28.17	\$31.69	\$35.22	\$38.74	\$42.26	Non-Exempt

Lead Traffic Operations Technician	9						\$25.97	\$29.21	\$32.46	\$35.70	\$38.94	Non-Exempt
Lead Traffic Signal Technician	11						\$30.56	\$34.38	\$38.20	\$42.02	\$45.85	Non-Exempt
Lead Utility Mechanic	11						\$30.56	\$34.38	\$38.20	\$42.02	\$45.85	Non-Exempt
Lead Wastewater Collections Operator	11						\$30.56	\$34.38	\$38.20	\$42.02	\$45.85	Non-Exempt
Lead Water Distribution Operator	11						\$30.56	\$34.38	\$38.20	\$42.02	\$45.85	Non-Exempt
Lead Water Reclamation Operator	12						\$33.16	\$37.30	\$41.45	\$45.59	\$49.74	Non-Exempt
Legal Intern	6						\$20.33	\$22.87	\$25.41	\$27.95	\$30.49	Non-Exempt
Librarian I	11						\$30.56	\$34.38	\$38.20	\$42.02	\$45.85	Non-Exempt
Librarian II	12	\$68,975.47	\$77,597.41	\$86,219.34	\$94,841.28	\$103,463.21						Exempt
Librarian III	14	\$81,200.44	\$91,350.49	\$101,500.55	\$111,650.60	\$121,800.65						Exempt
Library Assistant	5						\$18.73	\$21.07	\$23.41	\$25.75	\$28.10	Non-Exempt
Library Branch Supervisor	12	\$68,975.47	\$77,597.41	\$86,219.34	\$94,841.28	\$103,463.21						Exempt
Library Page	3						\$15.91	\$17.90	\$19.89	\$21.88	\$23.87	Non-Exempt
Library Programs Specialist	6						\$20.33	\$22.87	\$25.41	\$27.95	\$30.49	Non-Exempt
Lifeguard	4						\$17.26	\$19.42	\$21.58	\$23.74	\$25.89	Non-Exempt
Management Analyst	13	\$74,838.43	\$84,193.24	\$93,548.04	\$102,902.84	\$112,257.65						Exempt
Marketing & Public Relations Director	21	\$143,735.82	\$161,702.80	\$179,669.78	\$197,636.76	\$215,603.74						Exempt
Mechanic	9						\$25.97	\$29.21	\$32.46	\$35.70	\$38.94	Non-Exempt
Mental Health Therapist	12	\$68,975.47	\$77,597.41	\$86,219.34	\$94,841.28	\$103,463.21						Exempt
Municipal Security Officer	7						\$22.05	\$24.81	\$27.56	\$30.32	\$33.07	Non-Exempt
Municipal Security Sergeant	12						\$33.16	\$37.30	\$41.45	\$45.59	\$49.74	Non-Exempt
Neighborhood & Family Services Assistant Director	20	\$132,475.01	\$149,034.38	\$165,593.76	\$182,153.14	\$198,712.51						Exempt
Neighborhood & Family Services Coordinator	11						\$30.56	\$34.38	\$38.20	\$42.02	\$45.85	Non-Exempt
Neighborhood & Family Services Director	21	\$143,735.82	\$161,702.80	\$179,669.78	\$197,636.76	\$215,603.74						Exempt
Neighborhood & Family Services Specialist	6						\$20.33	\$22.87	\$25.41	\$27.95	\$30.49	Non-Exempt
Network Analyst	14	\$81,200.44	\$91,350.49	\$101,500.55	\$111,650.60	\$121,800.65						Exempt
Network Manager	17	\$103,716.13	\$116,680.65	\$129,645.16	\$142,609.68	\$155,574.20						Exempt
Organizational Development/Training Manager	16	\$95,590.49	\$107,539.30	\$119,488.11	\$131,436.92	\$143,385.72						Exempt
Park Ranger	8						\$23.93	\$26.92	\$29.91	\$32.90	\$35.90	Non-Exempt
Park Ranger Supervisor	12	\$68,975.47	\$77,597.41	\$86,219.34	\$94,841.28	\$103,463.21						Exempt
Parks & Recreation Assistant Director	20	\$132,475.01	\$149,034.38	\$165,593.76	\$182,153.14	\$198,712.51						Exempt
Parks & Recreation Director	21	\$143,735.82	\$161,702.80	\$179,669.78	\$197,636.76	\$215,603.74						Exempt
Parks Maintenance Lead	12						\$33.16	\$37.30	\$41.45	\$45.59	\$49.74	Non-Exempt
Parks Maintenance Manager	16	\$95,590.49	\$107,539.30	\$119,488.11	\$131,436.92	\$143,385.72						Exempt
Parks Maintenance Supervisor	14	\$81,200.44	\$91,350.49	\$101,500.55	\$111,650.60	\$121,800.65						Exempt
Parks Maintenance Worker	8						\$23.93	\$26.92	\$29.91	\$32.90	\$35.90	Non-Exempt
Parks Specialist	6						\$20.33	\$22.87	\$25.41	\$27.95	\$30.49	Non-Exempt
Parks Technician	9						\$25.97	\$29.21	\$32.46	\$35.70	\$38.94	Non-Exempt
Pavement Program Manager	15	\$88,102.22	\$99,115.01	\$110,127.79	\$121,140.56	\$132,153.35						Exempt
Planner	12	\$68,975.47	\$77,597.41	\$86,219.34	\$94,841.28	\$103,463.21						Exempt
Planning Technician	9						\$25.97	\$29.21	\$32.46	\$35.70	\$38.94	Non-Exempt
Police Administration Manager	17	\$103,716.13	\$116,680.65	\$129,645.16	\$142,609.68	\$155,574.20						Exempt
Police Chief	22	\$155,953.14	\$175,447.29	\$194,941.44	\$214,435.58	\$233,929.73						Exempt
Police Communications Dispatcher	10						\$28.17	\$31.69	\$35.22	\$38.74	\$42.26	Non-Exempt
Police Communications Manager	17	\$103,716.13	\$116,680.65	\$129,645.16	\$142,609.68	\$155,574.20						Exempt
Police Communications Supervisor	13						\$35.98	\$40.47	\$44.97	\$49.47	\$53.96	Non-Exempt
Police Crime Analyst	12	\$68,975.47	\$77,597.41	\$86,219.34	\$94,841.28	\$103,463.21						Exempt
Police Records Clerk	7						\$22.05	\$24.81	\$27.56	\$30.32	\$33.07	Non-Exempt
Police Records Clerk II	8						\$23.93	\$26.92	\$29.91	\$32.90	\$35.90	Non-Exempt
Police Support Services Supervisor	12	\$68,975.47	\$77,597.41	\$86,219.34	\$94,841.28	\$103,463.21						Exempt
Policy and Procedures Analyst	13	\$74,838.43	\$84,193.24	\$93,548.04	\$102,902.84	\$112,257.65						Exempt
Pool Manager	7						\$22.05	\$24.81	\$27.56	\$30.32	\$33.07	Non-Exempt
Procurement Manager	17	\$103,716.13	\$116,680.65	\$129,645.16	\$142,609.68	\$155,574.20						Exempt
Procurement Officer	15	\$88,102.22	\$99,115.01	\$110,127.79	\$121,140.56	\$132,153.35						Exempt

Project Manager (CIPs)	17	\$103,716.13	\$116,680.65	\$129,645.16	\$142,609.68	\$155,574.20							Exempt
Property & Evidence Custodian	8						\$23.93	\$26.92	\$29.91	\$32.90	\$35.90		Non-Exempt
Property & Evidence Supervisor	12	\$68,975.47	\$77,597.41	\$86,219.34	\$94,841.28	\$103,463.21							Exempt
Public Education Specialist	11						\$30.56	\$34.38	\$38.20	\$42.02	\$45.85		Non-Exempt
Public Safety Lieutenant	19	\$122,096.86	\$137,358.97	\$152,621.07	\$167,883.18	\$183,145.29							Exempt
Public Works Administration Manager	17	\$103,716.13	\$116,680.65	\$129,645.16	\$142,609.68	\$155,574.20							Exempt
Public Works Assistant Director	20	\$132,475.01	\$149,034.38	\$165,593.76	\$182,153.14	\$198,712.51							Exempt
Public Works Director	22	\$155,953.14	\$175,447.29	\$194,941.44	\$214,435.58	\$233,929.73							Exempt
Public Works Laborer	5						\$18.73	\$21.07	\$23.41	\$25.75	\$28.10		Non-Exempt
Public Works Project Inspector	14	\$81,200.44	\$91,350.49	\$101,500.55	\$111,650.60	\$121,800.65							Exempt
Records & Vehicle Impound Supervisor	12	\$68,975.47	\$77,597.41	\$86,219.34	\$94,841.28	\$103,463.21							Exempt
Recreation Assistant	5						\$18.73	\$21.07	\$23.41	\$25.75	\$28.10		Non-Exempt
Recreation Coordinator	12	\$68,975.47	\$77,597.41	\$86,219.34	\$94,841.28	\$103,463.21							Exempt
Recreation Manager	16	\$95,590.49	\$107,539.30	\$119,488.11	\$131,436.92	\$143,385.72							Exempt
Recreation Programmer	8						\$23.93	\$26.92	\$29.91	\$32.90	\$35.90		Non-Exempt
Recreation Specialist	6						\$20.33	\$22.87	\$25.41	\$27.95	\$30.49		Non-Exempt
Resource Center Coordinator	12	\$68,975.47	\$77,597.41	\$86,219.34	\$94,841.28	\$103,463.21							Exempt
Resource Specialist	9						\$25.97	\$29.21	\$32.46	\$35.70	\$38.94		Non-Exempt
Revenue Analyst	12	\$68,975.47	\$77,597.41	\$86,219.34	\$94,841.28	\$103,463.21							Exempt
Revenue Manager	17	\$103,716.13	\$116,680.65	\$129,645.16	\$142,609.68	\$155,574.20							Exempt
Right of Way Management Coordinator	16	\$95,590.49	\$107,539.30	\$119,488.11	\$131,436.92	\$143,385.72							Exempt
Risk Manager	17	\$103,716.13	\$116,680.65	\$129,645.16	\$142,609.68	\$155,574.20							Exempt
Safety Officer	14	\$81,200.44	\$91,350.49	\$101,500.55	\$111,650.60	\$121,800.65							Exempt
SCADA Instrumentation Control Analyst	13	\$74,838.43	\$84,193.24	\$93,548.04	\$102,902.84	\$112,257.65							Exempt
SCADA Technician	11						\$30.56	\$34.38	\$38.20	\$42.02	\$45.85		Non-Exempt
Senior Accountant	14	\$81,200.44	\$91,350.49	\$101,500.55	\$111,650.60	\$121,800.65							Exempt
Senior Accounting Specialist	10						\$28.17	\$31.69	\$35.22	\$38.74	\$42.26		Non-Exempt
Senior Applications Administrator	16	\$95,590.49	\$107,539.30	\$119,488.11	\$131,436.92	\$143,385.72							Exempt
Senior Applications Developer	16	\$95,590.49	\$107,539.30	\$119,488.11	\$131,436.92	\$143,385.72							Exempt
Senior Budget Analyst	14	\$81,200.44	\$91,350.49	\$101,500.55	\$111,650.60	\$121,800.65							Exempt
Senior Building Inspector	12						\$33.16	\$37.30	\$41.45	\$45.59	\$49.74		Non-Exempt
Senior Building Maintenance Worker	9						\$25.97	\$29.21	\$32.46	\$35.70	\$38.94		Non-Exempt
Senior Business Systems Analyst	16	\$95,590.49	\$107,539.30	\$119,488.11	\$131,436.92	\$143,385.72							Exempt
Senior Buyer	14	\$81,200.44	\$91,350.49	\$101,500.55	\$111,650.60	\$121,800.65							Exempt
Senior Customer Service Representative	8						\$23.93	\$26.92	\$29.91	\$32.90	\$35.90		Non-Exempt
Senior Desktop Technician	12						\$33.16	\$37.30	\$41.45	\$45.59	\$49.74		Non-Exempt
Senior Engineering Technician	11						\$30.56	\$34.38	\$38.20	\$42.02	\$45.85		Non-Exempt
Senior Equipment Operator	9						\$25.97	\$29.21	\$32.46	\$35.70	\$38.94		Non-Exempt
Senior Graphic Designer	13	\$74,838.43	\$84,193.24	\$93,548.04	\$102,902.84	\$112,257.65							Exempt
Senior Human Resources Analyst	14	\$81,200.44	\$91,350.49	\$101,500.55	\$111,650.60	\$121,800.65							Exempt
Senior Management Analyst	15	\$88,102.22	\$99,115.01	\$110,127.79	\$121,140.56	\$132,153.35							Exempt
Senior Network Engineer	16	\$95,590.49	\$107,539.30	\$119,488.11	\$131,436.92	\$143,385.72							Exempt
Senior Planner	14	\$81,200.44	\$91,350.49	\$101,500.55	\$111,650.60	\$121,800.65							Exempt
Senior Plans Examiner	14	\$81,200.44	\$91,350.49	\$101,500.55	\$111,650.60	\$121,800.65							Exempt
Senior Programs Assistant	5						\$18.73	\$21.07	\$23.41	\$25.75	\$28.10		Non-Exempt
Senior Programs Coordinator	12	\$68,975.47	\$77,597.41	\$86,219.34	\$94,841.28	\$103,463.21							Exempt
Senior Programs Driver	5						\$18.73	\$21.07	\$23.41	\$25.75	\$28.10		Non-Exempt
Senior Programs Specialist	6						\$20.33	\$22.87	\$25.41	\$27.95	\$30.49		Non-Exempt
Senior Revenue Analyst	14	\$81,200.44	\$91,350.49	\$101,500.55	\$111,650.60	\$121,800.65							Exempt
Senior Services Coordinator	12						\$33.16	\$37.30	\$41.45	\$45.59	\$49.74		Non-Exempt
Senior Services Manager	15	\$88,102.22	\$99,115.01	\$110,127.79	\$121,140.56	\$132,153.35							Exempt
Senior Street Maintenance Worker	9						\$25.97	\$29.21	\$32.46	\$35.70	\$38.94		Non-Exempt
Senior Systems Engineer	16	\$95,590.49	\$107,539.30	\$119,488.11	\$131,436.92	\$143,385.72							Exempt
Senior Traffic Signal Technician	10						\$28.17	\$31.69	\$35.22	\$38.74	\$42.26		Non-Exempt

Senior Utility Location Specialist	9						\$25.97	\$29.21	\$32.46	\$35.70	\$38.94	Non-Exempt
Senior Wastewater Collections Operator	9						\$25.97	\$29.21	\$32.46	\$35.70	\$38.94	Non-Exempt
Senior Water Distribution Operator	9						\$25.97	\$29.21	\$32.46	\$35.70	\$38.94	Non-Exempt
Senior Water Meter Technician	9						\$25.97	\$29.21	\$32.46	\$35.70	\$38.94	Non-Exempt
Senior Water Production & Treatment Operator	10						\$28.17	\$31.69	\$35.22	\$38.74	\$42.26	Non-Exempt
Senior Water Production Mechanic	10						\$28.17	\$31.69	\$35.22	\$38.74	\$42.26	Non-Exempt
Senior Water Reclamation Facility Mechanic	10						\$28.17	\$31.69	\$35.22	\$38.74	\$42.26	Non-Exempt
Senior Water Reclamation Mechanic	10						\$28.17	\$31.69	\$35.22	\$38.74	\$42.26	Non-Exempt
Senior Water Reclamation Operator	10						\$28.17	\$31.69	\$35.22	\$38.74	\$42.26	Non-Exempt
Shallow Water Lifeguard	3						\$15.91	\$17.90	\$19.89	\$21.88	\$23.87	Non-Exempt
Solid Waste Inspector	9						\$25.97	\$29.21	\$32.46	\$35.70	\$38.94	Non-Exempt
Solid Waste Manager	17	\$103,716.13	\$116,680.65	\$129,645.16	\$142,609.68	\$155,574.20						Exempt
Solid Waste Service Worker	6						\$20.33	\$22.87	\$25.41	\$27.95	\$30.49	Non-Exempt
Solid Waste Supervisor	14	\$81,200.44	\$91,350.49	\$101,500.55	\$111,650.60	\$121,800.65						Exempt
Street Maintenance Worker I	7						\$22.05	\$24.81	\$27.56	\$30.32	\$33.07	Non-Exempt
Street Maintenance Worker II	8						\$23.93	\$26.92	\$29.91	\$32.90	\$35.90	Non-Exempt
Streets Supervisor	14	\$81,200.44	\$91,350.49	\$101,500.55	\$111,650.60	\$121,800.65						Exempt
Support Services Officer	10						\$28.17	\$31.69	\$35.22	\$38.74	\$42.26	Non-Exempt
Support Services Supervisor	12						\$33.16	\$37.30	\$41.45	\$45.59	\$49.74	Non-Exempt
Support Services Technician	9						\$25.97	\$29.21	\$32.46	\$35.70	\$38.94	Non-Exempt
Sustainability Officer	16	\$95,590.49	\$107,539.30	\$119,488.11	\$131,436.92	\$143,385.72						Exempt
Swim Lesson Instructor	5						\$18.73	\$21.07	\$23.41	\$25.75	\$28.10	Non-Exempt
Systems Administrator	15	\$88,102.22	\$99,115.01	\$110,127.79	\$121,140.56	\$132,153.35						Exempt
Systems Manager	17	\$103,716.13	\$116,680.65	\$129,645.16	\$142,609.68	\$155,574.20						Exempt
Talent Acquisition Supervisor	15	\$88,102.22	\$99,115.01	\$110,127.79	\$121,140.56	\$132,153.35						Exempt
Traffic Control Inspector	12						\$33.16	\$37.30	\$41.45	\$45.59	\$49.74	Non-Exempt
Traffic Operations Supervisor	13						\$35.98	\$40.47	\$44.97	\$49.47	\$53.96	Non-Exempt
Traffic Operations Technician	8						\$23.93	\$26.92	\$29.91	\$32.90	\$35.90	Non-Exempt
Traffic Signal Technician	9						\$25.97	\$29.21	\$32.46	\$35.70	\$38.94	Non-Exempt
Transit Manager	17	\$103,716.13	\$116,680.65	\$129,645.16	\$142,609.68	\$155,574.20						Exempt
UCR & Alarm Coordinator	8						\$23.93	\$26.92	\$29.91	\$32.90	\$35.90	Non-Exempt
Utility Billing Specialist	10						\$28.17	\$31.69	\$35.22	\$38.74	\$42.26	Non-Exempt
Utility Billing Supervisor	15	\$88,102.22	\$99,115.01	\$110,127.79	\$121,140.56	\$132,153.35						Exempt
Utility Engineering Manager	19	\$122,096.86	\$137,358.97	\$152,621.07	\$167,883.18	\$183,145.29						Exempt
Utility Location Specialist	8						\$23.93	\$26.92	\$29.91	\$32.90	\$35.90	Non-Exempt
Utility Operations Manager	18	\$112,531.78	\$126,598.26	\$140,664.73	\$154,731.20	\$168,797.68						Exempt
Vehicle Impound Coordinator	11						\$30.56	\$34.38	\$38.20	\$42.02	\$45.85	Non-Exempt
Victim Advocate Supervisor	12	\$68,975.47	\$77,597.41	\$86,219.34	\$94,841.28	\$103,463.21						Exempt
Wastewater Collections Operator	8						\$23.93	\$26.92	\$29.91	\$32.90	\$35.90	Non-Exempt
Wastewater Collections Supervisor	14	\$81,200.44	\$91,350.49	\$101,500.55	\$111,650.60	\$121,800.65						Exempt
Water Conservation Coordinator	12	\$68,975.47	\$77,597.41	\$86,219.34	\$94,841.28	\$103,463.21						Exempt
Water Distribution Operator	8						\$23.93	\$26.92	\$29.91	\$32.90	\$35.90	Non-Exempt
Water Distribution Supervisor	14	\$81,200.44	\$91,350.49	\$101,500.55	\$111,650.60	\$121,800.65						Exempt
Water Meter Technician	8						\$23.93	\$26.92	\$29.91	\$32.90	\$35.90	Non-Exempt
Water Metering & Locating Supervisor	14	\$81,200.44	\$91,350.49	\$101,500.55	\$111,650.60	\$121,800.65						Exempt
Water Production & Treatment Lead	12						\$33.16	\$37.30	\$41.45	\$45.59	\$49.74	Non-Exempt
Water Production & Treatment Operator	8						\$23.93	\$26.92	\$29.91	\$32.90	\$35.90	Non-Exempt
Water Production & Treatment Supervisor	14	\$81,200.44	\$91,350.49	\$101,500.55	\$111,650.60	\$121,800.65						Exempt
Water Quality & Compliance Supervisor	14	\$81,200.44	\$91,350.49	\$101,500.55	\$111,650.60	\$121,800.65						Exempt
Water Reclamation Facility Supervisor	14	\$81,200.44	\$91,350.49	\$101,500.55	\$111,650.60	\$121,800.65						Exempt
Water Reclamation Operator	8						\$23.93	\$26.92	\$29.91	\$32.90	\$35.90	Non-Exempt
Water Resources Manager	17	\$103,716.13	\$116,680.65	\$129,645.16	\$142,609.68	\$155,574.20						Exempt
Wetlands & Aquaculture Coordinator	12						\$33.16	\$37.30	\$41.45	\$45.59	\$49.74	Non-Exempt
Wetlands Operator	8						\$23.93	\$26.92	\$29.91	\$32.90	\$35.90	Non-Exempt

Youth & Community Engagement Coordinator	12	\$68,975.47	\$77,597.41	\$86,219.34	\$94,841.28	\$103,463.21							Exempt
Youth & Community Engagement Manager	15	\$88,102.22	\$99,115.01	\$110,127.79	\$121,140.56	\$132,153.35							Exempt

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